

# GRI CONTENT INDEX

We report on non-financial information with reference to the Global Reporting Initiative (GRI) Standards. The GRI Content Index is included in the non-financial information section of our corporate website.

We apply all the reporting principles specified in section 4 of GRI 1: Foundation 2021 and will report all disclosures in GRI 2: General Disclosures 2021

## The organisation and its reporting practices

### 2.1. Organisational details

GRI Standard	Disclosure title	Notes	References/Pages in the 2023 Registration document
2.1. a	Legal Name	Name of the organisation	Chapter 1 Presentation of the Group Section 1.1. Company Profile Page 20
2.1. b	Ownership and legal form	Nature of ownership and legal form	Chapter 1 Presentation of the Group Section 1.1. Company Profile Page 20
2.1. c	Location of headquarters	Location of headquarters	Chapter 1 Presentation of the Group Section 1.1. Company Profile Page 20
2.1. d	Countries of operations	If the organisation has reported its countries of operation elsewhere, such as in its audited consolidated financial statements or financial information filed on public record, the organization can provide a link or reference to this information	Chapter 1 Presentation of the Group Section 1.1. Company Profile Page 20

### 2.2. Entities included in the sustainability reporting

GRI Standard	Disclosure title	Notes	References/Pages in the 2023 Registration document
2.2. a	Entities included in the sustainability reporting	Location of headquarters	Chapter 1 Presentation of the Group Section 1.1. Company Profile Page 20
2.2. b	Difference with financial reporting	Specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting	Chapter 1 Presentation of the Group Section 1.1. Company Profile Page 20
2.2. c	Multiple entities	Explain the approach used for consolidating the information including: i. whether the approach involves adjustments to information	Chapter 8 Financial Statements, Section 3.B Principles of consolidation and equity accounting, Pages 241-242

for minority interests; how the approach takes into account merger: acquisitions, and disposal of entities or parts of entities; ii. whether and how the approach differs across the disclosures in this Standard across material topics

## 2.3. Reporting period

GRI Standard	Disclosure title	Notes	References/Pages in the 2023 Registration document
2.3. a	Reporting period and frequency	Reporting period and frequency of the sustainability reporting	Chapter 1 Presentation of the Group Section 1.1. Company Profile Page 20 This report covers the fiscal year from 1st January 2023 until 31st December 2023.
2.3. b	Difference with financial reporting	Specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting	Chapter 3 Section 3.5. Summary of ESG KPI Page 123 As a general rule, all the entities belonging to the Euronext group are in the scope for non-financial information as described in this ESG chapter except when it is specified otherwise
2.3. c	Publication date	Publication date of the report or reported information	28/03/2024
2.3. d	Contact point	Contact point for questions about the report or reported information	<a href="mailto:esg@euronext.com">esg@euronext.com</a> <a href="mailto:ir@euronext.com">ir@euronext.com</a>

## 2.4. Restatement of information

GRI Standard	Disclosure title	Notes	References/Pages in the 2023 Registration document
2.4. a	Restatement of information	Report restatements of information made from previous reporting periods and explain: i. the reasons for the restatements; ii. the effect of the restatements	NA

## 2.5. External assurance

GRI Standard	Disclosure title	Notes	References/Pages in the 2023 Registration document
2.5. a	External assurance	Describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved	Section 9.3. Limited assurance report of the independent auditor on selected ESG Key Performance Indicators Page 326
2.5. b	External assurance	if the organization's sustainability reporting has been externally assured: provide a link or	Section 9.3. Limited assurance report of the independent auditor on selected ESG Key Performance Indicators Page 326

reference to the external assurance report(s) or assurance statement(s); i. describe what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; ii. iii. describe the relationship between the organization and the assurance provider.

## Activities and workers

### 2.6. Activities, value chain and other business relationships

GRI Standard	Disclosure title	Notes	References/Pages in the 2023 Registration document
2.6. a	Sectors in which it is active	Describe the sectors in which the organisation is active	Chapter 1 Presentation of the Group Section 1.1.3. Business Environment Page 23
2.6. b	Value chain	describe its value chain, including: i. the organization's activities, products, services, and markets served; ii. the organization's supply chain; iii. the entities downstream from the organization and their activities	As a service organization, we have many suppliers that enable us to serve our clients as optimal as possible. We have an internal procurement department which is supported by the compliance department. This enables us to ensure our independence. The suppliers contracted with the support of Procurement are asked to sign our Code of Conduct for Suppliers containing ESG criteria. For more details, see Chapter 3 – Section 3.4.2.2. Our Partners – Maintain an Ongoing Dialogue with Multi-Stakeholder Partnerships – Suppliers and Subcontractors Ethical Supply Chain Page 99
2.6. c	Business relationships	Other relevant business relationships	NA
2.6. d	Significant changes to the organization's sectors and its supply chain	Significant changes to the information provided under a, b and c	NA

### 2.7. Employees

GRI Standard	Disclosure title	Notes	References/Pages in the 2023 Registration document
2.7. a	Information on employees	Report the total number of employees, and a breakdown of this total by gender and by region	Section 3.4.3. Our People Page 102 Appendix – ESG section. Appendix 2) Summary social data - Page 129.

2.7. b	Information on employees	Report the total number of: i. permanent employees, and a breakdown by gender and by region; ii. temporary employees, and a breakdown by gender and by region; iii. non-guaranteed hours employees, and a breakdown by gender and by region; iv. full-time employees, and a breakdown by gender and by region; v. part-time employees, and a breakdown by gender and by region	Section 3.4.3. Our People Page 102 i, ii, iii, iv, v: Appendix – ESG section. Appendix 2) summary social data. Page 129.
2.7. c	Information on employees	Describe the methodologies and assumptions used to compile the data, including whether the numbers are reported: i. in head count, full-time equivalent (FTE), or using another methodology; at the end of the reporting period, as an average across the reporting period, or using another methodology	Section 3.4.3. Our People Page 102
2.7. d	Information on employees	Report contextual information necessary to understand the data reported under 2-7-a and 2-7-b	Section 3.4.3. Our People Page 102
2.7. e	Information on employees	Describe significant fluctuations in the number of employees during the reporting period and between reporting periods	Section 3.4.3. Our People Page 102

## 2.8. Workers who are not employees

GRI Standard	Disclosure title	Notes	References/Pages in the 2023 Registration document
2.8. a	Information on workers	Report the total number of workers who are not employees and whose work is controlled by the organization and describe: the most common types of worker and their contractual relationship with the organization; i. ii. the type of work they perform	Section 3.4.3. Our People Page 102 Appendix – ESG section. Appendix 2) Summary social data. Page 129.

2.8. b	Methodology	Describe the methodologies and assumptions used to compile the data, including whether the number of workers who are not employees is reported: i. in head count, full-time equivalent (FTE), or using another methodology; at the end of the reporting period, as an average across the reporting period, or using another methodology	Section 3.4.3. Our People Page 102
2.7. c	Fluctuations	Describe significant fluctuations in the number of workers who are not employees during the reporting period and between reporting periods	Section 3.4.3. Our People Page 102

## Governance

### 2.9. Governance structure and composition

GRI Standard	Disclosure title	Notes	References/Pages in the 2023 Registration document
2.9. a	Governance structure	Describe its governance structure, including committees of the highest governance body	Chapter 1 Presentation of the Group Section 1.1. Company Profile Page 20 Chapter 4 Section 4.2.2. Supervisory Body Pages 137 and following
2.9. b	Governance structure	List of the committees of the highest governance body that are responsible for decision making on and overseeing the management of the organization's impacts on the economy, environment, and people;	Chapter 1 Presentation of the Group Section 1.1. Company Profile Page 20 Chapter 4 Section 4.2.2. Supervisory Body Pages 137 and following
2.9. c	Governance structure	Describe the composition of the highest governance body and its committees by: i. executive and non-executive members; ii. Independence; iii. Tenure of members on the governance body; number of other significant	Chapter 4. Section 4.2 Management Structure. Pages 136 - 142

positions and commitments held by each member, and the nature of the commitments; iv. V. gender; vi. Under-represented social groups; vii. Competencies relevant to the impacts of the organization; viii. Stakeholder representation

## 2.10 Nomination and selection of the highest governance body

GRI Standard	Disclosure title	Notes	References/Pages in the 2023 Registration document
2.10. a	Nomination process	Describe the nomination and selection processes for the highest governance body and its committees	Chapter 4. Section 4.2 Management Structure. Page 137
2.10. b	Nomination process	Describe the criteria used for nominating and selecting highest governance body members, including whether and how the following are taken into consideration: i. views of stakeholders (including shareholders); ii. diversity; iii. independence; iv. competencies relevant to the impacts of the organization.	Chapter 4. Section 4.2 Management Structure. Page 137

## 2.11 Chair of the highest governance body

GRI Standard	Disclosure title	Notes	References/Pages in the 2023 Registration document
2.11. a	Chair	Report whether the chair of the highest governance body is also a senior executive in the organization	Chapter 4. Section 4.2 Management Structure. Page 138 and page 141
2.11. b	Chair	if the chair is also a senior executive, explain their function within the organization's management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated	NA

## 2.12 Role of the highest governance body in overseeing the management of impacts

GRI Standard	Disclosure title	Notes	References/Pages in the 2023 Registration document
--------------	------------------	-------	--

2.12. a	Role of the highest body	Describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development	Chapter 3 – Section 3.1. Value creation by Euronext – pages 86 and 87. Chapter 4, 4.2.2 Supervisory Board, page 137 - 142
2.12. b	Role of the highest body	Describe the role of the highest governance body in overseeing the organization's due diligence and other processes to identify and manage the organization's impacts on the economy, environment, and people, including: whether and how the highest governance body engages with stakeholders to support these processes; i. ii. how the highest governance body considers the outcomes of these processes	Chapter 3 – Section 3.1. Value creation by Euronext – pages 86 and 87. Chapter 4, 4.2.2 Supervisory Board, page 137 - 142
2.12. c	Role of the highest body	Describe the role of the highest governance body in reviewing the effectiveness of the organization's processes as described in 2-12-b, and report the frequency of this review.	Chapter 3 – Section 3.1. Value creation by Euronext – pages 86 and 87. Chapter 4, 4.2.2 Supervisory Board, page 137 - 142

## 2.13 Delegation of responsibility for managing impacts

GRI Standard	Disclosure title	Notes	References/Pages in the 2023 Registration document
2.132. a	Delegation	describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, environment, and people, including: whether it has appointed any senior executives with responsibility for the management of impacts; i. whether it has delegated responsibility for the management of impacts to other employees	Chapter 4, 4.2.2 Supervisory Board, page 137 - 142 Chapter 3, ESG Governance, page 88
2.13. b	Delegation	Describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the	Chapter 3, ESG Governance, page 88

organization's impacts on the economy, environment, and people

## 2.14 Role of the highest governance body in sustainability reporting

GRI Standard	Disclosure title	Notes	References/Pages in the 2023 Registration document
2.14. a	Role of the highest body	Report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information	Chapter 3 – Section 3.1. Value creation by Euronext – pages 86 and 87. Chapter 4, 4.2.2 Supervisory Board, page 137 - 142
2.14. b	Role of the highest body	If the highest governance body is not responsible for reviewing and approving the reported information, including the organization's material topics, explain the reason for this.	NA

## 2.15 Conflicts of interests

GRI Standard	Disclosure title	Notes	References/Pages in the 2023 Registration document
2.15. a	Conflicts of interests	Describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated	Chapter 3 Section 3.4.4.1. page 111
2.15. b	Conflicts of interests	Report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to: i. cross-board membership; ii. cross-shareholding with suppliers and other stakeholders; iii. existence of controlling shareholders; iv. related parties, their relationships, transactions, and outstanding balances.	Chapter 3 Section 3.4.4.1. page 111

## 2.16 Communication of critical concerns

GRI Standard	Disclosure title	Notes	References/Pages in the 2023 Registration document
2.16. a	Critical concerns	Describe whether and how critical concerns are communicated to the highest governance body	Chapter 3, Section 3.4.4.1. pages 112 and 113 Chapter 4, page 137-138, page 151



2.16. b	Critical concerns	Report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period.	Chapter 3, Section 3.4.4.1. pages 112 and 113
---------	-------------------	--	---

## 2-17 Collective knowledge of the highest governance body

GRI Standard	Disclosure title	Notes	References/Pages in the 2023 Registration document
2.17. a	Collective knowledge	Report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development.	Chapter 3, ESG Governance, page 88

## 2-18 Evaluation of the performance of the highest governance body

GRI Standard	Disclosure title	Notes	References/Pages in the 2023 Registration document
2.18. a	Evaluation	Describe the processes for evaluating the performance of the highest governance body in overseeing the management of the organization's impacts on the economy, environment, and people.	Chapter 4 Section 4.3.4. Page 151
2.18. b	Evaluation	Report whether the evaluations are independent or not, and the frequency of the evaluations.	Chapter 4 Section 4.3.4. Page 151
2.18. c	Evaluation	Describe actions taken in response to the evaluations, including changes to the composition of the highest governance body and organizational practices	Chapter 4 Section 4.3.4. Page 151

## 2-19 Remuneration policies

GRI Standard	Disclosure title	Notes	References/Pages in the 2023 Registration document
2.19. a	Remuneration policies	Describe the remuneration policies for members of the highest governance body and senior executives, including: i. fixed pay and variable pay; ii. sign-on bonuses or recruitment incentive payments; iii. termination payments; iv. clawbacks; v. retirement benefits	Chapter 4, Section 4.4 Remuneration report, page 154-168

2.19. b	Remuneration policies	Describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization's impacts on the economy, environment, and people	Chapter 4, Section 4.4 Remuneration report, page 154-168
---------	-----------------------	--	--

## 2-20 Process to determine remuneration

GRI Standard	Disclosure title	Notes	References/Pages in the 2023 Registration document
2.20. a	Remuneration	Describe the process for designing its remuneration policies and for determining remuneration, including: whether independent highest governance body members or an independent remuneration committee oversees the process for determining remuneration; i. how the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration; ii. whether remuneration consultants are involved in determining remuneration and, if so, whether they are independent of the organization, its highest governance body and senior executives	Chapter 4, Section 4.4 Remuneration report, page 154-168
2.20. b	Remuneration	Report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable	Chapter 4, Section 4.4 Remuneration report, page 154-168

## 2-21 Annual total compensation ratio

GRI Standard	Disclosure title	Notes	References/Pages in the 2023 Registration document
2.21. a	Compensation ratio	Report the ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all	Chapter 4, Section 4.4 Remuneration report, page 165

		employees(excluding the highest-paid individual);	
2.21. b	Compensation ratio	Report the ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual)	Chapter 4, Section 4.4 Remuneration report, page 165
2.21. c	Compensation ratio	Report contextual information necessary to understand the data and how the data has been compiled	Chapter 4, Section 4.4 Remuneration report, page 165

## Strategy

### 2-22 Statement on sustainable development strategy

GRI Standard	Disclosure title	Notes	References/Pages in the 2023 Registration document
2.22. a	Sustainable strategy	Report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development.	Chapter 3, pages 83 and84

### 2-23 Policy commitments

GRI Standard	Disclosure title	Notes	References/Pages in the 2023 Registration document
2.23. a	Policy commitments	Describe its policy commitments for responsible business conduct, including: i. the authoritative intergovernmental instruments that the commitments reference; ii. whether the commitments stipulate conducting due diligence; iii. whether the commitments stipulate applying the precautionary principle; iv. whether the commitments stipulate respecting human rights;	Chapter 3, pages 107 and 112 <a href="https://www.euronext.com/en/about/esg-empowering-sustainable-growth/euronext-esg-policies-statements">https://www.euronext.com/en/about/esg-empowering-sustainable-growth/euronext-esg-policies-statements</a>

2.23. b	Policy commitments	Describe its specific policy commitment to respect human rights, including: i. the internationally recognized human rights that the commitment covers; the categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment	Chapter 3, pages 107 and 112 <a href="https://www.euronext.com/en/about/esg-empowering-sustainable-growth/euronext-esg-policies-statements">https://www.euronext.com/en/about/esg-empowering-sustainable-growth/euronext-esg-policies-statements</a>
2.23. c	Policy commitments	Provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this;	<a href="https://www.euronext.com/en/about/esg-empowering-sustainable-growth/euronext-esg-policies-statements">https://www.euronext.com/en/about/esg-empowering-sustainable-growth/euronext-esg-policies-statements</a>
2.23. d	Policy commitments	Report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level	Managing Board <a href="https://www.euronext.com/en/about/esg-empowering-sustainable-growth/euronext-esg-policies-statements">https://www.euronext.com/en/about/esg-empowering-sustainable-growth/euronext-esg-policies-statements</a>
2.23. e	Policy commitments	Report the extent to which the policy commitments apply to the organization's activities and to its business relationships	Chapter 3, page 112 <a href="https://www.euronext.com/en/about/esg-empowering-sustainable-growth/euronext-esg-policies-statements">https://www.euronext.com/en/about/esg-empowering-sustainable-growth/euronext-esg-policies-statements</a>
2.23. f	Policy commitments	Describe how the policy commitments are communicated to workers, business partners, and other relevant parties	Chapter 3, page 112 <a href="https://www.euronext.com/en/about/esg-empowering-sustainable-growth/euronext-esg-policies-statements">https://www.euronext.com/en/about/esg-empowering-sustainable-growth/euronext-esg-policies-statements</a>

## 2-24 Embedding policy commitments

GRI Standard	Disclosure title	Notes	References/Pages in the 2023 Registration document
2.24. a	Sustainable strategy	Describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including: how it allocates responsibility to implement the commitments across different levels within the organization; i. how it integrates the commitments into organizational strategies, operational policies, and operational procedures; ii. iii. how it implements its commitments with and through its business relationships; iv. training that the	Chapter 3, pages 111 and 112 <a href="https://www.euronext.com/en/about/esg-empowering-sustainable-growth/euronext-esg-policies-statements">https://www.euronext.com/en/about/esg-empowering-sustainable-growth/euronext-esg-policies-statements</a>

organization provides on implementing the commitments.

## 2-25 Processes to remediate negative impacts

GRI Standard	Disclosure title	Notes	References/Pages in the 2032 Registration document
2.25. a	Remediate negative impacts	Describe its commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to;	Chapter 1 Presentation of the Group Section 1.1. Company Profile Page 20
2.25. b	Policy commitments	Describe its approach to identify and address grievances, including the grievance mechanisms that the organization has established or participates in;	Chapter 3, Section 3.4.4.1 Act ethically, with integrity and the highest standards in terms of good governance, page 112.
2.25. c	Policy commitments	Describe other processes by which the organization provides for or cooperates in the remediation of negative impacts that it identifies it has caused or contributed to	Chapter 3, Section 3.4.4.1 Act ethically, with integrity and the highest standards in terms of good governance, page 112.
2.25. d	Policy commitments	Describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms;	Chapter 3, Section 3.4.4.1 Act ethically, with integrity and the highest standards in terms of good governance, page 112.
2.25. e	Policy commitments	Describe how the organization tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback	Chapter 3, Section 3.4.4.1 Act ethically, with integrity and the highest standards in terms of good governance, page 112.

## 2-26 Mechanisms for seeking advice and raising concerns

GRI Standard	Disclosure title	Notes	References/Pages in the 2023 Registration document
2.26. a	Raising concerns	Describe the mechanisms for individuals to: i. seek advice on implementing the organization's policies and practices for responsible business conduct; ii. raise concerns about the organization's business conduct	Chapter 3, Section 3.4.4.1 Act ethically, with integrity and the highest standards in terms of good governance, page 112.

## 2-27 Compliance with laws and regulations

GRI Standard	Disclosure title	Notes	References/Pages in the 2023 Registration document
--------------	------------------	-------	--

2.27. a	Compliance with law and regulations	Report the total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by: i. instances for which fines were incurred; ii. instances for which non-monetary sanctions were incurred	Chapter 3, Section 3.4.4.1 Act ethically, with integrity and the highest standards in terms of good governance, page 116
2.27. b	Compliance with law and regulations	Report the total number and the monetary value of fines for instances of noncompliance with laws and regulations that were paid during the reporting period, and a breakdown of this total by: fines for instances of non-compliance with laws and regulations that occurred in the current reporting period; i. fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods	NA
2.27. c	Compliance with law and regulations	Describe the significant instances of non-compliance	NA
2.27. d	Compliance with law and regulations	Describe how it has determined significant instances of non-compliance	NA

## 2-28 Membership associations

GRI Standard	Disclosure title	Notes	References/Pages in the 2023 Registration document
2.28. a	Membership	Report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role	Chapter 3, Section 3.4.2.2 Maintain an ongoing dialogue with multistakeholder partnerships, page 100

## Stakeholder engagement

### 2-29 Approach to stakeholder engagement associations

GRI Standard	Disclosure title	Notes	References/Pages in the 2023 Registration document
2.29. a	Stakeholder engagement approach	Describe its approach to engaging with stakeholders, including: i. the categories of stakeholders it engages with, and how they are identified; ii. the purpose of the stakeholder engagement; iii. how the organization seeks to ensure meaningful engagement with stakeholders	Chapter 3 Presentation of the Group Section 3.1. Value creation by Euronext Page 83

### 2-30 Collective bargaining agreements

GRI Standard	Disclosure title	Notes	References/Pages in the 2023 Registration document
2.30. a	Collective bargaining agreements	Report the percentage of total employees covered by collective bargaining agreements	Chapter 3, Section 3.4.3.3 Respect human rights and local labour laws, page 109
2.30. b	Collective bargaining agreements	For employees not covered by collective bargaining agreements, report whether the organization determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organizations	Chapter 3, Section 3.4.3.3 Respect human rights and local labour laws, page 109

## Material topics

An explanation of why the topic is material				
Markets	Partners	People	Environment	Society
As an operator of markets, Euronext drives investment in innovative, sustainable products and services through secure and	As a stock exchange Euronext has always played a key role in bringing stakeholders together, and now more than ever they will be pivotal players	Euronext promotes an environment that encourages collaborative work, learning and innovation allowing each employee to shape his/her future	Conscious of the challenges linked to climate change, to the need to reduce its greenhouse gas emissions and to manage natural resources prudently	As a company, Euronext commit to the highest ethical and legal standards of conduct and, as a stock exchange, Euronext is committed to making a positive impact on its

transparent markets, in continuous collaboration with the financial community with a focus on blue economy and climate change	in achieving global efforts	and the future of the Company	and sparingly, Euronext has launched its new strategic plan "Growth for Impact 2024". This new sustainability strategy focuses on accelerating climate action both in the Euronext operations and through the role it plays in empowering sustainable finance across all its markets.	local and global communities and will focus community activities on two topics: Financial Literacy and Blue Finance
---	-----------------------------	-------------------------------	---	---

**An explanation of how the organization manages the topic**

Markets	Partners	People	Environment	Society
Chapter 3 - Section 3.4.1. Our markets Page 92	Chapter 3 - Section 3.4.2. Our Partners Page 98	Chapter 3 - Section 3.4.3. Our People Page 102	Chapter 3 - Section 3.4.5. Our Environment Page 117	Chapter 3 - Section 3.4.4. Our Society Page 111

**A statement of the purpose of the management approach**

Markets	Partners	People	Environment	Society
Chapter 3 - Section 3.4.1. Our markets Page 92	Chapter 3 - Section 3.4.2. Our Partners Page 98	Chapter 3 - Section 3.4.3. Our People Page 102	Chapter 3 - Section 3.4.5. Our Environment Page 117	Chapter 3 - Section 3.4.4. Our Society Page 111

**A description of it, if the management approach includes Policies**

Markets	Partners	People	Environment	Society
Chapter 3 - Section 3.4.1. Our markets Page 92	Chapter 3 - Section 3.4.2. Our Partners Page 98	Chapter 3 - Section 3.4.3. Our People Page 102	Chapter 3 - Section 3.4.5. Our Environment Page 117	Chapter 3 - Section 3.4.4. Our Society Page 111

**A description of it, if the management approach includes Commitments**

Markets	Partners	People	Environment	Society
Chapter 3 - Section 3.4.1. Our markets Page 92	Chapter 3 - Section 3.4.2. Our Partners Page 98	Chapter 3 - Section 3.4.3. Our People Page 102	Chapter 3 - Section 3.4.5. Our Environment	Chapter 3 - Section 3.4.4. Our Society Page 111



**An explanation of how the organization evaluates the management approach, including the mechanisms for evaluating the effectiveness of the management approach**

Markets	Partners	People	Environment	Society
The ESG team works in close cooperation with the business to develop new initiatives aligned with the Group Strategic Plan, and with the communication and investor relations teams	All ESG initiatives are captured by the Transformation Office, which monitors the progress of the whole strategic plan of the group, reports regularly on these progresses to the Managing Board and the Supervisory Board and, in this context, has regular update meetings with the General Counsel and the ESG team	All ESG initiatives are captured by the Transformation Office, which monitors the progress of the whole strategic plan of the group, reports regularly on these progresses to the Managing Board and the Supervisory Board and, in this context, has regular update meetings with the General Counsel and the ESG team	All ESG initiatives are captured by the Transformation Office, which monitors the progress of the whole strategic plan of the group, reports regularly on these progresses to the Managing Board and the Supervisory Board and, in this context, has regular update meetings with the General Counsel and the ESG team	All ESG initiatives are captured by the Transformation Office, which monitors the progress of the whole strategic plan of the group, reports regularly on these progresses to the Managing Board and the Supervisory Board and, in this context, has regular update meetings with the General Counsel and the ESG team

**An explanation of how the organization evaluates the management approach, including the results of the evaluation of the management approach**

Markets	Partners	People	Environment	Society
See Chapter 3 – Section 3.1. Value creation of Euronext – Long term value for all our stakeholders Page 83	See Chapter 3 – Section 3.1. Value creation of Euronext – Long term value for all our stakeholders Page 83	See Chapter 3 – Section 3.1. Value creation of Euronext – Long term value for all our stakeholders Page 8378	See Chapter 3 – Section 3.1. Value creation of Euronext – Long term value for all our stakeholders Page 83	See Chapter 3 – Section 3.1. Value creation of Euronext – Long term value for all our stakeholders Page 83

**An explanation of how the organization evaluates the management approach, including any related adjustments to the management approach**

Markets	Partners	People	Environment	Society
KPI n°1 to n°3 related to the organisation of trusted, fair, transparent and orderly markets, pages 92-94	KPI n°5 related to the NPS and n°6 related to the Percentage of suppliers with SBTi set reduction targets on Scope 1 and	KPI n°7 on the number of woman at the SLT level Page 105	KPI n°11 on the carbon footprint reduction and use of energy, page 118 120	KPI n°8 on the use of the whistleblowing mechanism Page 113 KPI n°9 and 10 on the percentage of training in GDPR for new joiners,

KPI n°4 consisting of calculating the percentage of revenues attached to ESG products and services offered by Euronext compared to its overall revenues Page 94	KPI of the percentage of revenues attached to ESG products and services offered by Euronext compared to its overall revenues Page 94	Scope 2 GHG emissions, pages 98, 99 and 119.			and personal data breaches Page 113
--	---	--	--	--	--

## Topic Specific disclosures

### Our markets

201-1. a	Direct economic value generated and distributed	Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components: i. Direct economic value generated: revenues; ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments; iii. Economic value retained: 'direct economic value generated' less 'economic value distributed'.	Chapter 8 – Financial statements Page 235
201-1. b	Direct economic value generated and distributed	Direct economic value generated Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.	Chapter 8 - Financial statements Page 235
201-2. a	Financial implications and other risks and opportunities due to climate change	Risks and opportunities posed by climate change that have the potential to generate substantive	Chapter 2 2 Risk Management & control structure – Page 58 Chapter 3, Section 3.4.5. Our Environment, page 117

changes in operations, revenue, or expenditure, including: a description of the risk or opportunity and its classification as either physical, regulatory, or other; i. ii. a description of the impact associated with the risk or opportunity; iii. the financial implications of the risk or opportunity before action is taken; iv. the methods used to manage the risk or opportunity; v. the costs of actions taken to manage the risk or opportunity

## Our Partners

308-1. a	New suppliers that were screened using environmental criteria	Percentage of new suppliers that were screened using environmental criteria	Chapter 3 - Section 3.4.2. Our Partners – 3.4.2.2 Maintain an Ongoing Dialogue with Multi-Stakeholder Partnerships - Suppliers and Subcontractors Ethical Supply Chain Page 98
414-1. a	New suppliers that were screened using social criteria	Percentage of new suppliers that were screened using social criteria	Chapter 3 - Section 3.4.2. Our Partners – 3.4.2.2 Maintain an Ongoing Dialogue with Multi-Stakeholder Partnerships - Suppliers and Subcontractors Ethical Supply Chain Page 98

## Our People

401-1. a	New employee hires and employee turnover	Total number and rate of new employee hires during the reporting period, by age group, gender region	Appendix – ESG section. Appendix 2) summary social data. Page 131.
401-1. b	New employee hires and employee turnover	Total number and rate of employee turnover during the reporting period, by age group, gender and region	Appendix – ESG section. Appendix 2) summary social data. Page 129 and 131
403-6. b	Promotion of worker health	A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs.	Chapter 3, Section 3.4.3. Our People – Employee well-being Page 108
404-1. a	Average hours of training per year per employee	Average hours of training that the organization's employees have undertaken during the reporting period, by: i. gender; ii. employee category	Chapter 3, Section 3.4.3. Our People – Fostering learning & development Page 104 Appendix – ESG section. Appendix 2) summary social data. Page 130

404-2. a	Programs for upgrading employee skills and transition assistance programs	Type and scope of programs implemented and assistance provided to upgrade employee skills.	Chapter 3, Section 3.4.3. Our People – Fostering learning & development Page 104
404-3. a	Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	Chapter 3, Section 3.4.3. Our People – Fostering learning & development Page 103
405-1. a	Diversity of governance bodies among employees	Percentage of individuals within the organization's governance bodies in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	Chapter 3, Section 3.4.3. Our People – Furthering Euronext's commitment to enhance diversity and fight against discriminations Page 105 Appendix – ESG section. Appendix 2) summary social data. Page 129.
405-1. b	Diversity of governance bodies among employees	Percentage of employees per employee category in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	Chapter 3, Section 3.4.3. Our People – Furthering Euronext's commitment to enhance diversity and fight against discriminations Page 105 Appendix – ESG section. Appendix 2) summary social data. Page 129.

## Our Environment

302-1. c	Energy consumption within the organization	In joules, watt-hours or multiples, the total: i. electricity consumption	c. Electricity: 47494,34373 MWh among which 46890,56MWh are renewable (98.7%)  f. Euronext's carbon footprint is estimated with the Bilan Carbone methodology. The Bilan Carbone is the reference carbon inventory methodology in France, which is compliant with ISO 14064; GHG Protocol and Directive No.2003/87/EU
302-1. f	Energy consumption within the organization	Standards, methodologies, assumptions, and/or calculation tools used.	f. Euronext's carbon footprint is estimated with the Bilan Carbone methodology. The Bilan Carbone is the reference carbon inventory methodology in France, which is compliant with ISO 14064; GHG Protocol and Directive No.2003/87/EU
305-1. a	Direct (Scope 1) GHG emissions	Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent.	Chapter 3 - Section 3.4.5. Our Environment Calculation of Euronext's carbon footprint Page 118
305-1. d	Direct (Scope 1) GHG emissions	Base year for the calculation, if	Chapter 3 - Section 3.4.5. Our Environment

			applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.	Calculation of Euronext's carbon footprint Page 118
305-1. e	Direct (Scope 1) GHG emissions		Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source	Chapter 3 - Section 3.4.5. Our Environment Calculation of Euronext's carbon footprint Page 118
305-2. a	Energy indirect (scope 2) GHG emissions		Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent.	Chapter 3 - Section 3.4.5. Our Environment Calculation of Euronext's carbon footprint Page 118
305-2. b	Energy indirect (scope 2) GHG emissions		If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent.	Chapter 3 - Section 3.4.5. Our Environment Calculation of Euronext's carbon footprint Page 118
305-2. d	Energy indirect (scope 2) GHG emissions		Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.	Chapter 3 - Section 3.4.5. Our Environment Calculation of Euronext's carbon footprint Page 118
305-2. d	Energy indirect (scope 2) GHG emissions		Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	Chapter 3 - Section 3.4.5. Our Environment Calculation of Euronext's carbon footprint Page 118
305-2. f	Energy indirect (scope 2) GHG emissions		Consolidation approach for emissions; whether equity share, financial control, or operational control.	Chapter 3 - Section 3.4.5. Our Environment Calculation of Euronext's carbon footprint Page 118
305-2. g	Energy indirect (scope 2) GHG emissions		Standards, methodologies, assumptions, and/or calculation tools used	Chapter 3 - Section 3.4.5. Our Environment Calculation of Euronext's carbon footprint Page 118
305-3. a	Other indirect (scope 3) emissions		Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent.	Chapter 3 - Section 3.4.5. Our Environment Calculation of Euronext's carbon footprint Page 118
305-3. d	Other indirect (scope 3) emissions		Other indirect (Scope 3) GHG emissions categories and activities included in the calculation	Chapter 3 - Section 3.4.5. Our Environment Calculation of Euronext's carbon footprint Page 118
305-3. e	Other indirect (scope 3) emissions		Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year;	Chapter 3 - Section 3.4.5. Our Environment Calculation of Euronext's carbon footprint Page 118

		iii. the context for any significant changes in emissions that triggered recalculations of base year emissions	
305-3. f	Other indirect (scope 3) emissions	Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source	Chapter 3 - Section 3.4.5. Our Environment Calculation of Euronext's carbon footprint Page 118
305-3. g	Other indirect (scope 3) emissions	Standards, methodologies, assumptions, and/or calculation tools used	Chapter 3 - Section 3.4.5. Our Environment Calculation of Euronext's carbon footprint Page 118
305-5. a	Reduction of GHG emission	GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO2 equivalent.	Chapter 3 - Section 3.4.5. Our Environment Calculation of Euronext's carbon footprint Page 119
305-5. a	Reduction of GHG emission	Base year or baseline, including the rationale for choosing it.	Chapter 3 - Section 3.4.5. Our Environment Calculation of Euronext's carbon footprint Page 119
305-5. a	Reduction of GHG emission	Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).	Chapter 3 - Section 3.4.5. Our Environment Calculation of Euronext's carbon footprint Page 119
305-5. a	Reduction of GHG emission	Standards, methodologies, assumptions, and/or calculation tools used	Chapter 3 - Section 3.4.5. Our Environment Calculation of Euronext's carbon footprint Page 119

## Our Society

205-1. a	Operations assessed for risks related to corruption	Total number and percentage of operations assessed for risks related to corruption.	Chapter 3 – Section 3.4.4. Our Society Zero cases of corruption, page 116
205-1. b	Operations assessed for risks related to corruption	Significant risks related to corruption identified through the risk assessment	Chapter 2 - Section 2.3. Control framework Chapter 3 – Section 3.4.4. Our Society - Euronext's process includes an internal audit department, supported by external firms, when necessary, to audit specific items, providing an independent and objective assurance on the organisation's governance, risk management and internal control- Page 111.
205-2. a	Communication and training about anti-corruption policies and procedures	Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region.	Chapter 3 – Section 3.4.4. Our Society – Whistleblowing program - Page 112 Chapter 3 – Section 3.4.4. Our Society – Data Protection - Page 113
205-2. b	Communication and training about anti-corruption policies and procedures	Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region.	Chapter 3 – Section 3.4.4. Our Society – Whistleblowing program - Page 112 Chapter 3 – Section 3.4.4. Our Society – Data Protection - Page 113

205-2. c	Communication and training about anti-corruption policies and procedures	Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.	Chapter 3 – Section 3.4.4. Our Society – Whistleblowing program - Page 112 Chapter 3 – Section 3.4.4. Our Society – Data Protection - Page 113
205-2. d	Communication and training about anti-corruption policies and procedures	Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.	Chapter 3 – Section 3.4.4. Our Society – Whistleblowing program - Page 112 Chapter 3 – Section 3.4.4. Our Society – Data Protection - Page 113
205-2. e	Communication and training about anti-corruption policies and procedures	Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region	Chapter 3 – Section 3.4.4. Our Society – Whistleblowing program - Page 112 Chapter 3 – Section 3.4.4. Our Society – Data Protection - Page 113
205-3. a	Confirmed incidents of corruption and actions taken	Total number and nature of confirmed incidents of corruption.	Chapter 3 – Section 3.4.4. Our Society – Zero cases of corruption; zero cases of anti-competition; zero whistleblower report received. Page 116
205-3. b	Confirmed incidents of corruption and actions taken	Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.	Chapter 3 – Section 3.4.4. Our Society – Zero cases of corruption; zero cases of anti-competition; zero whistleblower report received. Page 116
205-3. d	Confirmed incidents of corruption and actions taken	Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases	Chapter 3 – Section 3.4.4. Our Society – Zero cases of corruption; zero cases of anti-competition; zero whistleblower report received. Page 116
206-1. a	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.	Chapter 3 – Section 3.4.4. Our Society – Zero cases of corruption; zero cases of anti-competition; zero whistleblower report received. Page 116 No legal actions pending or completed regarding anti-competitive behavior and violations of anti-trust and monopoly legislation
206-1. b	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Main outcomes of completed legal actions, including any decisions or judgments	NA
207-1. a	Approach to tax	A description of the approach to tax, including: whether the organization has a tax strategy and, if so, a link to this strategy if publicly available; the governance body or executive-level position within the organization that formally reviews and approves the	Euronext ESG Policies and Statements, Tax Policy, page 34

		tax strategy, and the frequency of this review; the approach to regulatory compliance; how the approach to tax is linked to the business and sustainable development strategies of the organization.	
207-2. a	Tax governance, control, and risk management	A description of the tax governance and control framework, including: the governance body or executive-level position within the organization accountable for compliance with the tax strategy; how the approach to tax is embedded within the organization; the approach to tax risks, including how risks are identified, managed, and monitored; how compliance with the tax governance and control framework is evaluated.	Euronext ESG Policies and Statements, Tax Policy, page 34
207-2. b	Tax governance, control, and risk management	A description of the mechanisms to raise concerns about the organization's business conduct and the organization's integrity in relation to tax.	Euronext ESG Policies and Statements, Tax Policy, page 34
207-2. c	Tax governance, control, and risk management	A description of the assurance process for disclosures on tax including, if applicable, a link or reference to the external assurance report(s) or assurance statement(s).	Tax disclosures in the URD 2023 have been audited by external audit Ernst & Young Accountants LLP.
415-1. a	Political contributions	Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary.	Chapter 3, Section 3.4.4. Our Society, page 116 No political donation
415-1. b	Political contributions	If applicable, how the monetary value of in-kind contributions was estimated.	NA
418-1. a	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Total number of substantiated complaints received concerning breaches of customer privacy, categorized by: i. complaints received from outside parties and substantiated by the organization; ii. complaints from regulatory bodies.	Chapter 3 – Section 3.4.4. Our society – Data protection Page 113



---

418-1. b	Substantiated complaints concerning breaches of customer privacy and losses of customer data	b. Total number of identified leaks, thefts, or losses of customer data.	Chapter 3 – Section 3.4.4. Our society – Data protection Page 113
418-1. c	Substantiated complaints concerning breaches of customer privacy and losses of customer data	c. If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient.	Chapter 3 – Section 3.4.4. Our society – Data protection Page 113

---